

E-mail Address: davegaba@compasslegal.com

Present Occupation: Attorney, Arbitrator

First Business Address:

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Second Business Address:

PROFESSIONAL AFFILIATIONS:

IRRA (past president NW chapter),
King County Superior Court Arbitrator
AAA Employment Arbitrator & Mediator.
Department of Defense Contractor

Inter-local Mediation Consortium,
Seattle District Court Conciliator
USA&M Service

EDUCATION:

University of Nebraska, J.D.
University of Nebraska, M.B.A.

CERTIFICATIONS:

Law Washington 1989
Law Nebraska 1984

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1997 – Present: Arbitrator. Arbitrate labor and employment cases (see industries and issues below) for FMCS, State PERB's and AAA.

1992 to 1997, 2001 to 2003: Labor Relations Manager Metropolitan King County, managed the labor relations function for an employer with 15,000 employees and 65 collective bargaining agreements (the eleventh largest county in the United States).

1990 to 1992: Washington State Nurses association General Counsel. As General Counsel to one of the largest labor unions in Washington I handled all legal matters including numerous hearings before the National Labor Relations Board and labor arbitrators.

1989 to 1990: Washington Attorney General: Assistant Attorney General. As an Assistant Attorney General, my duties were comprised of both litigating cases and advising the state's Department of Social and Health Services, in areas that included labor and employment law issues.

1986 to 1989: Nebraska Appeal Tribunal: Chief Administrative Law Judge. As Chief Administrative Law Judge, I heard and decided U/I and worker safety cases with millions of dollars in potential damages.

1985 to 1986: Attorney, NE Department of Labor.

INDUSTRIES:

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Communications, Construction, Dairy, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Federal Government (Corp of Engineers, HUD, HHS, ect), Feed & Fertilizer, Food, (manufacturing/processing/service), Foundry, Furniture, Fruit Packing, Garbage, Government (police, fire, transit, schools, jail, local, state, federal), Glass/Pottery, Grain Mill, Grocery, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Lumber, Machinery, Mining, Maritime, Meat

Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, petroleum/ petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Pulp and Paper, Retail, Recycling, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Transportation, Trucking.

ISSUES:

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct, (off-duty)/Personal, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination: Age, Disability, Race, Sex, Religion, National Origin, Drug/Alcohol Offenses, Fringe Benefits: Bonus, Holidays, Insurance, Leave, Vacation, Grievance Mediation, Health/Hospitalization, Hiring Practices, Interest Arbitration, Job Performance, Job Posting/Bidding, Jurisdictional Disputes, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Pension Claim (Fed. Statute), Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages: Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification and Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

PERMANENT PANELS:

Port of Seattle/Teamsters 117
Federal Way/FWPOG
AAA Health & Welfare Trust
City of Tukwila/TPOG

ARBITRATION ROSTERS:

American Arbitration Association (including employment), CA CMS, WA PERC, OR PERB, MT PERB, HLRB, WAMS, King County Superior Court, AAA Mediation, Federal Mediation and Conciliation Service, National Association of Securities Dealers, New York Stock Exchange.

PUBLISHED CASES:

Published cases include: Fluor Hanford 122 LA 65 (2006) Denver School District, 120 LA 816 (2004) West Valley City School District, 120 LA 756 (2004) Basin Electric Power Cooperative, 120 LA 210 (2004), Graphic Packaging International 120 LA 140 (2004), Kitsap County (flemming) 119 LA 1753 (2004), Seattle School District 119 LA 481 (2004), Mission Foods 118 LA 1608, Rabanco Recycling 118 LA 1411 (2003), City of Mill Creek, 116 LA 101 (2001) State of Alaska, 114 LA 1305(2000), City of Bellingham, 115 LA 944 (2001), Hanford Environmental Health, 115 LA 97 (2000), 28 LAIS 3390, 28 LAIS 3473, 28 LAIS 3724, 29 LAIS 3161, 31 LAIS 471, 31 LAIS 471, 31 LAIS 554, 31 LAIS 612, 32 LAIS 223, 32 LAIS 503, 32 LAIS 547, 32 LAIS 556, 32 LAIS 634, 33 LAIS 35, 33 LAIS 69, 01-1 ARB 3688, 01-1 ARB 3805, 03-2 ARB 3565, 03-2 ARB 3645. Additional cases may be found in *Labor Arbitration in Government* and *Labor Arbitration in Schools*.

FEES:

PER DIEM FEE: \$900.00. No charge for travel time. **DOCKETING FEE:** May apply.

CANCELLATION FEE: Require 30 business days notice of cancellation or charge for days set.